

THE INFLUENCING OF TEAMWORK AND WORK ENVIRONMENT ON TEACHERS' PERFORMANCE IN MIDDLE AND HIGH SCHOOLS IN JINGHAI DISTRICT

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ABSTRACT

This research aims to examine the relationship between teamwork and teachers' performance in middle and high school in Jinghai District, and 2) to examine the relationship between work environment and teachers' performance in middle and high school in Jinghai District. The samples were of 216 teaches and staffs. The questionnaire was administered to collect the data, adopting purposive and convenient sampling methods. The result indicated that teamwork, particularly in the aspects of goal sharing, respectation, and assignment, significantly influences teachers' performance in middle and high schools in Jinghai district at the .05 level, with a predictive power of 56.3% and work environment, particularly in the aspects of security, opportunity for advancement, and company and management, significantly influences teachers' performance in middle and high schools in Jinghai district at the .05 level, with a predictive power of 71.1%.

Keywords: Influencing, Teamwork, Work Environment, Performance, Middle and High Schools, Jinghai District

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INTRODUCTION

In the school, there are many activities that people have to do more. It is estimated that humans spend at least a third of their lives working. They also believe that in the near future, humans will need to spend more time at work (Greenbaum & Kyng (2020). Work is done to gain experience and is continually evolving, and work is done in exchange for wages as a form of salary in order to put that money to use in everyday life. But nowadays, salary is a very important part. But there is another part that has come to have more influence in working life is fair and adequate compensation. A characteristic and safe environment that promotes health provides opportunities for workers to develop their knowledge and capabilities job progress and stabilit. Greenbaum and Kyng (2020) states that collaboration and relationships with other people Personal rights in the workplace work-life balance as a whole the nature of work is directly related to and related to society. The school will focus on the work that allows teachers to work to the best of their ability and efficiency in their work and to develop the work of teachers. The school is able to adjust according to the era of working in the school by the ability of the teachers to perform the tasks of the teachers to achieve the objectives by using the knowledge, skills, experience, and responsibility of each individual. Working efficiently depends on the ability of teachers to perform tasks (Lazarus, 2020).

The middle schools in Jinghai district in this research were Jinghai District No. 4 Middle School, Jinghai District No. 1 Middle School and Jinghai Dului Middle School. Jinghai District No. 4 Middle School founded in 1985 and is located at the junction of urban and rural areas on South Street of Shengli Street, Jinghai County. There are currently 123 teachers and staffs. There are currently 28 teaching classes with 1,553 students enrolled. In 2009, it became the first batch of modern schools meeting standards in Jinghai County. Over the years, the school has always adhered to the working philosophy of "moral education first, talents first, adults first", refining the school's internal management, strengthening quality internally, building image externally, strictly managing the school, and creating characteristics. In 2011, the Party Committee of the Bureau adjusted the school leadership team. The new leadership team is more dynamic and more combative. It focuses on the construction of campus culture, adheres to the rule of law, vigorously implements quality education, and takes safety and stability as the premise to improve the quality of education and teaching. Jinghai District No. 1 Middle School is a local key middle school, which sends talents to key universities across the country every year. There are currently 275 teachers and staffs and Jinghai Dului Middle School are currently 73 teachers and staffs.

In addition, the middle schools in Jinghai district also encourages teacher to work as a team by setting a common goal in the work of teachers and staffs to have cooperation in mind in working and working according to their responsibilities (Alonazi, 2021). According to one's own abilities, there is mutual praise and respect. The key driving force that makes teachers and staffs work to the best of their ability is the human resources department to understand and see the importance of teachers and staffs' expectations towards the school. The school has a fair and motivating compensation system. Mishra and Tikoria (2021) states that transparent performance appraisal system. There is a clear career advancement system. Appropriate and valuable responsibilities. In addition, the working environment is hygienic and safe. Promote activities and projects to strengthen relationships in the organization. There is a consulting system in solving various problems of teachers and staffs to promote the image of the organization. This will result in personnel working with intention purposeful have a plan work is analyzed (Satyvendra, 2019). There is a clear division of work and priorities of work before and after. It will make the work successful and effective, resulting in the organization's progressing upwards in various aspects of the organization by working as a team.

Teamwork has been found, maintained, and tracked to help the teamwork to improve the quality of work. At present, the work of teachers in every department is critical to work

efficiency (Yong, 2021). Tseng, Ha, Wu and Xue (2021) states that the work environment and teamwork are the driving forces of the teachers. All teachers may not perform their duties to the fullest extent when working with other people and colleagues. Shore and Chung (2022) states that the working environment therefore affects the work of teachers in all aspects. Whether it is the quality of work life that needs to be understood by the individual to make teachers have more communication relationship because all the teachers in the same atmosphere no drive in the work, so that the teachers have to develop and cooperate in the operation to meet the goals of the organization's objectives must be driven. To improve work environment will develop teachers to work out effectively and is a good development for the organization (Shore & Chung, 2022).

Therefore, the researcher interested to study how teamwork and work environment factors affect teachers' performance of the in middle and high school in Jinghai District in order to know the factors of the factors of teamwork and working environment to use the research findings as a guideline for the development of teamwork and working environment that affect teachers' performance in Middle and High Schools in Jinghai District and present them to the administrator to use the result as a guide line for improve and operate policy for achieve the best goals in the future.

LITERATURE REVIEWS

Work environment

Shammout (2021) state that the work environment refer to day to day efficiency in work and productivity including how the work is being done, where it is being done and when was it done and all the elements associated with it which are required to do that work comes under the work environment (Pradhan & Jena, 2017). The career development of any employee can be improved if they pursue good opportunities with healthy and positive work environment which is comfortable and satisfactory to work in and helps in achieving both individual and organizational success with alignment of its core values. Work environment is said to be the physical settings or conditions, social features, all other aspects that are directly or indirectly affecting performance in a job of an employee and all the organization in general comes under the term work environment. These elements of work environment can impact in various ways like it may influence the wellbeing of an individual, relationship with colleagues at organization, collaboration, efficiency, health of employee and more (Awan, 2015). Company culture, condition where work in being done, physical working conditions are few elements that signifies the work environment at any organization (Mohamed & Ali, 2016). The employees having positive and a healthy mental condition at work provided with a good and positive work situations is having motivational strength in obtaining desired organizational results and such employees may outperform with exceptional outcomes. The persistence of motivation in an employee is considered a driving force in achieving desired goals with positivity and satisfaction (Bushiri, 2014). A contribution process with determining perseverance, intensity and direction to meet objectives and targets is a measure of individual and group performance and analyzing how well the targets are being achieved (Franklin Dang Kum, 2014). The workplace environment is simply a physical location where an employee perform their daily tasks (Stalmašeková et al., 2017). The place could either be as small and private as a home office or as public and big as any big organization, industry. The work area is one significant social place where a centric concept for various things and multiple activities take place on daily basis which are very important in shaping one organization and even one's future of the career they have (Satyendra, 2019). The advancement in technology with newer and more integrated communication system have led to a newer way of working such as virtual workspaces, this is a kind of workplace which is not found in its physical form but it does exist and multiple activities takes place within this system. Other typical and traditional work

environment includes the workplace itself, the structure of the workplace, air quality, noise levels, temperature, other benefits like coffee stations, parking lots, childcare facilities and much more. A workplace environment which is thought to be perfect or at least close to perfect is the one which makes the employees feel secure, safe, stress free, engaged, motivated, and satisfied doing their job in, they feel the place is like their second home to them. The employee is enthusiastic coming to work daily and gets enough time to

Performance

Rambulangi, Tampi and Tulusan (2024) state that performance comes from the word work performance (performance) and by Anwar (2013) employee performance is work performance or work results, both quality and quantity, achieved by human resources within a period of time to carry out the work duties and responsibilities given to them. Mathis and Jackson (2010) argue that: "Performance is basically what employees do or do not do. Employee performance is what influences how much they contribute to the organization, which includes, among other things, quantity of output, quality of output, time period of output, attendance at work, and cooperative attitude. Based on the definition of performance from several opinions above, it can be concluded that performance is a comparison of the work results achieved by employees with predetermined standards. Performance can generally be understood as the amount of contribution an employee makes to the progress and development of the institution where he or she works. Thus, more intensive and optimal performance is needed from the organization in order to optimize the areas of work they carry out. The performance of an organization is very important, because with performance the level of achievement of results will be visible so that it will be known how far the tasks that have been accomplished through the tasks and authority given can be carried out in a real and maximum way. Organizational performance that has been implemented to a certain level of achievement should be in accordance with the mission that has been set as the basis for carrying out the tasks at hand. Thus, performance is the level of achievement of results. The following are several performance indicators, namely:

1) Quality is an approach to running a business that tries to maximize an organization's competitiveness through continuous improvement or products, workforce, processes and the environment. A marketing work strategy that focuses on customers, guaranteed satisfaction, teamwork and employee empowerment is needed. Assessing the quality of public services is very necessary for service users, including the level of difficulty or convenience regarding the characteristics of the services provided. The scope and method of measuring performance indicators determines whether a public organization can be said to be successful or not, so that the accuracy of measurement such as the manner and method of collecting data to measure performance also greatly determines the final assessment of performance. Performance measurement is a management tool to improve the quality of decision making and accountability.

2) Quantity is how long an employee works in one day. This work quantity can be seen from the work speed of each employee. In the current era of autonomy, regional government organizations/agencies, especially sub-districts which are directly related to community services, are required to have a high commitment to carrying out one of their very important functions, namely the affairs or functions of community service. The function of serving the community must receive attention from sub-district employee considering that they are servants of the community and are required to provide the best service to the community. In this way, sub-districts are expected to be able to utilize human resources and all existing potential with an approach to democratization, community empowerment and public services.

3) Timeliness is the level of activity completed at the beginning of the stated time, seen from the point of coordination with output results and maximizing the time available for other activities. Punctuality. It is the level of activity completed at the beginning of the stated time, seen from the point of coordination with output results and maximizing the time available for

other activities. Meanwhile, timeliness is the level of activity completed at the beginning of the stated time, seen from the point of coordination with output results and maximizing the time available for other activities. In this case, timeliness in completing all forms of business or work assigned to employees includes waiting time and the time for the task to be completed according to the predetermined time. The waiting time referred to here is the time used by the public to wait for services provided by employees so that people who have needs are immediately served, meanwhile the task processing time includes all forms of employee activity in providing services or carrying out assigned tasks until they are completed.

From the literature review, the conceptual framework can be drawn as shown in Figure 1.

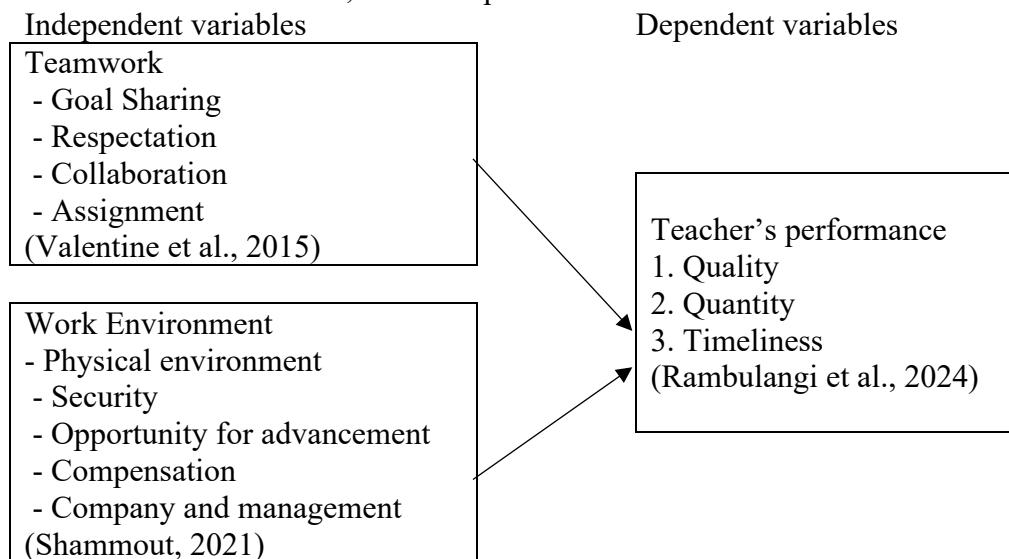


Figure 1 Conceptual framework

RESEARCH METHODOLOGY

In response to examining the influencing of Teamwork and Work Environment on Teachers' Performance in Middle and High Schools in Jinghai District, the study was then designed to adopt a quantitative research approach. The population in this study consisted of 470 teachers and staffs from 3 school. Due to the studied sample size calculation by Yamane (1973), 216 teachers and staffs in Middle and High Schools in Jinghai District were selected at a confidence level of 95%. A sampling method focused on using purposive and convenience sampling techniques. A questionnaire has four parts. For the first part of the questionnaires, it includes the demography such gender, age, education, marital status, and salary. Then, the second to the fourth parts are on a Likert scale with 1-5 rating-scales from 1 meaning "extremely disagreeable" to 5 meaning "extremely agreeable" to study of opinion data analysis of teamwork, work environment and teachers' Performance, respectively.

Before the instrument was applied for data collection, the item-objective congruence (IOC) and reliability test of the questionnaire through Cronbach's alpha were systematically conducted. From the investigation, the result revealed that the IOC was equal to 0.87 and Cronbach's alpha was obtained at 0.885, illustrating the sufficient quality of the research tool. To get the data, this study sent questionnaires to teachers and staffs

The Influencing of Teamwork and Work Environment on Teachers' Performance in Middle and High Schools in Jinghai District' aims to achieve two objectives: 1) to examine the relationship between teamwork and teachers' performance in middle and high school in Jinghai District, and 2) to examine the relationship between work environment and teachers' performance in middle and high school in Jinghai District. Regarding data analysis, the descriptive statistics, including frequency, percentage, mean, standard deviation, and multiple regression. All the details are portrayed in the following section.

RESEARCH RESULTS

1) Summary of the results of the general data analysis of the respondents indicate that the majority were female, aged 41-50 years old, with a bachelor's degree in education. They reported an average monthly income of 6,001-8,000 yuan and had 3-5 years of work experience.

Table 1 shows the number and percentage of general data for respondents.

General data of respondents	Frequency	Percentage
Gender		
- Male	97	44.91
- Female	119	55.09
Age		
- 21-30 years old	14	6.48
- 31-40 years old	63	29.17
- 41-50 years old	96	44.44
- 51 years old and older	43	19.91
Education level		
- Lower than a bachelor's degree	56	25.93
- Bachelor's degree	125	57.87
- Postgraduate	35	16.20
- Not more than 4,000 yuan	19	8.80
- 4,001-6,000 yuan	65	30.09
- 6,001-8,000 yuan	91	42.13
- 10,001 yuan or above	41	18.98
Work experiences		
- Not more than 3 years	35	16.20
- 3-5 years	103	47.69
- 5-10 years	73	33.80
- More than 10 years	5	2.31
Total	216	100.00

2) Summary of the results of the opinion data analysis of teamwork indicate that the respondents' overall opinion was at a high level. The average values can be sorted from highest to lowest as follows: 'respectation' had the highest average, followed by 'Assignment.' In the next order is 'Collaboration,' and least was 'Goal Sharing.' Details for each aspect are as follows:

Table 2 shows the mean and standard deviation of teamwork.

Teamwork	\bar{X}	SD	Level of opinion
- Goal Sharing	3.03	0.70	Moderate
- Respectation	3.82	0.73	High
- Collaboration	3.61	0.87	High
- Assignment	3.68	0.79	High
Total	3.54	0.65	High

3) Summary of the results of the opinion data analysis of work environment indicates that the respondents' overall opinion was at a high level. The average values can be sorted from highest to lowest as follows: 'Company and Management' had the highest average, followed

by 'Physical Environment,' 'Opportunity for Advancement,' 'Compensation,' and least was 'Security,' respectively. Details for each aspect are as follows:

Table 3 shows the mean and standard deviation of the work environment.

Work Environment	\bar{X}	SD	Level of opinion
- Physical Environment	3.75	0.73	High
- Security	3.59	1.00	High
- Opportunity for Advancement	3.73	0.76	High
- Compensation	3.61	0.93	High
- Company and Management	3.78	0.79	High
Total	3.69	0.76	High

4) Summary of the results of the opinion data analysis of teachers' performance indicates that the respondents' overall opinion was at a high level. The average values can be sorted from highest to lowest as follows: 'Quality' had the highest average, followed by 'Quantity,' and least was 'Timeliness,' respectively. Details for each aspect are as follows:

Table 4 shows the mean and standard deviation of teachers' performance.

Teachers' Performance	\bar{X}	SD	Level of opinion
- Quality	3.66	0.91	High
- Quantity	3.64	0.66	High
- Timeliness	3.16	0.80	Moderate
Total	3.49	0.61	High

5) Summary of hypothesis testing results

5.1) Teamwork, particularly in the aspects of goal sharing, respectation, and assignment, significantly influences teachers' performance in middle and high schools in Jinghai district at the .05 level, with a predictive power of 56.3%.

Table 5 shows the influence of teamwork on teachers' performance.

Teamwork	Teachers' Performance						
	B	Std.Error	β	t	p-value	Tolerance	VIF
(Constant)	0.916	.161		5.671	.000*		
- Goal Sharing (X1)	0.119	.045	.138	2.661	.008*	0.760	1.316
- Respectation (X2)	0.321	.063	.383	5.109	.000*	0.361	2.768
- Collaboration (X3)	0.075	.054	.107	1.387	.167	0.343	2.914
- Assignment (X4)	0.194	.055	.253	3.509	.001*	0.391	2.560

$R = .756$, $R^2 = .571$, Adjusted $R^2 = .563$, $SE_{EST} = .402$, $F = 70.314$, $p\text{-value} = .000^*$

* $p\text{-value} < .05$

5.2) Work environment, particularly in the aspects of security, opportunity for advancement, and company and management, significantly influences teachers' performance in middle and high schools in Jinghai district at the .05 level, with a predictive power of 71.1%.

Table 6 shows the influence of work environment on teachers' performance

Work Environment	Teachers' Performance						
	B	Std.Error	β	t	p-value	Tolerance	VIF
(Constant)	1.002	.127		7.867	.000*		
- Physical Environment (X1)	-0.007	.047	-.009	-0.155	.877	0.417	2.398
- Security (X2)	0.161	.061	.264	2.632	.009*	0.134	7.476
- Opportunity for Advancement (X3)	0.403	.059	.505	6.861	.000*	0.248	4.026
- Compensation (X4)	-0.020	.062	-.030	-0.316	.752	0.147	6.787
- Company and Management (X5)	0.132	.059	.172	2.261	.025*	0.233	4.293

R = .847, R² = .717, Adjusted R² = .711, SE_{EST} = .327, F = 106.574, p-value = .000*

* p-value <.05

DISCUSSION & CONCLUSION

The independent research titled 'The Influencing of Teamwork and Work Environment on Teachers' Performance in Middle and High Schools in Jinghai District' aims to achieve two objectives: 1) to examine the relationship between teamwork and teachers' performance in middle and high school in Jinghai District, and 2) to examine the relationship between work environment and teachers' performance in middle and high school in Jinghai District. The research population comprises teachers in middle and high schools in Jinghai District, with a total sample size of 216 individuals selected using non-probability sampling through a convenience sampling method. The collected data were analyzed using descriptive statistics, including frequency, percentage, mean, and standard deviation. Additionally, inferential statistics, such as multiple regression analysis, were employed to test hypotheses. This can be presented as discussion and conclusion as follows:

The results of the research should be discussed in the broader context of Teamwork's influence on teachers' performance, considering concepts and theories, as well as connections within the specific context of middle and high schools in Jinghai district. This discussion should explore why and how Teamwork affects teachers' performance. The research findings indicate that Goal Sharing, Respectation, and Assignment significantly influence teachers' performance in middle and high schools in Jinghai district. Therefore, the results will be briefly discussed separately for each aspect, arranged in order of their influence value as follows:

1) Respectation has the most influence. Therefore, the results should be discussed with reasons why this aspect influences teachers' performance in terms of concepts and theory, along with connections in the studied context of middle and high schools in Jinghai district. It's important to explore why and how they affect each other. Additionally, empirical evidence from past research should be included to identify similarities or differences.

2) Assignment is the second most influential. Therefore, the results should be discussed with reasons why this aspect influences teachers' performance in terms of concepts and theory, along with connections in the studied context of middle and high schools in Jinghai district. It's important to explore why and how they affect each other. Additionally, empirical evidence from past research should be included to identify similarities or differences.

3) Goal Sharing is the least influential. Therefore, the results should be discussed with reasons why this aspect influences teachers' performance in terms of concepts and theory, along with connections in the studied context of middle and high school in Jinghai district. It's important

to explore why and how they affect each other. Additionally, empirical evidence from past research should be included to identify similarities or differences.

The results of the research should be discussed in the broader context of Work Environment's influence on teachers' performance in terms of concepts and theories, along with connections in the studied context of middle and high schools in Jinghai district, this discussion should explore why and how Work Environment affects teachers' performance. The research results show that Security, Opportunity for Advancement, and Company and Management have an influence on teachers' performance in middle and high schools in Jinghai district with statistical significance. Therefore, the results will be briefly discussed separately for each aspect, arranged in order of their influence value as follows:

1) Opportunity for advancement has the most influence. Therefore, the results should be discussed with reasons why this aspect influences teachers' performance in terms of concepts and theory, along with connections in the studied context of middle and high schools in Jinghai district. It's important to explore why and how they affect each other. Additionally, empirical evidence from past research should be included to identify similarities or differences.

2) Security is the second most influential. Therefore, the results should be discussed with reasons why this aspect influences teachers' performance in terms of concepts and theory, along with connections in the studied context of middle and high schools in Jinghai district. It's important to explore why and how they affect each other. Additionally, empirical evidence from past research should be included to identify similarities or differences.

3) Company and management is the least influential. Therefore, the results should be discussed with reasons why this aspect influences teachers' performance in terms of concepts and theory, along with connections in the studied context of middle and high school in Jinghai district. It's important to explore why and how they affect each other. Additionally, empirical evidence from past research should be included to identify similarities or differences.

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